



IT IS THEREFORE ORDERED:

1. This Consent Decree is entered in full and complete settlement of any and all claims arising out of or contained in EEOC Charge Nos. 330-94-3985, 330-94-3984 and Civil Action No. H-99-1623. The monetary award and other agreements herein are made in full and final settlement of all claims asserted by the Commission on behalf of Daniel Estrada and Samuel Reece in Civil Action No. H-99-1623.
2. Defendants agree to abide by the provisions of Title VII with respect to national origin.
3. Defendants agree that they shall not discriminate or retaliate in any manner against any individual because he or she has made a charge, testified, assisted, or participated in any manner in the investigation by the Commission or court proceeding in connection with this case.
4. Defendants agree to pay Daniel Estrada \$3,000. This payment will be made within ten (10) days from the entry of this Consent Decree. A copy of the check will be mailed to the Commission within ten (10) days from the entry of this Consent Decree at the following address: Attention Rudy Sustaita, EEOC, 1919 Smith Street, 7<sup>th</sup> Floor, Houston, Texas 77002.
5. Defendants agree to pay Samuel Estrada \$3,000. This payment will be made within ten (10) days from the entry of this Consent Decree. A copy of the check will be mailed to the Commission within ten (10) days from the entry of this Consent Decree at the following address: Attention Rudy Sustaita, EEOC, 1919 Smith Street, 7<sup>th</sup> Floor, Houston, Texas 77002.
6. Defendants in response to job reference inquiries agree to provide prospective employers of Daniel Estrada and Samuel Reece with their usual and ordinary reference, which



confirms employment and provides job position held and dates of employment. In providing oral or written job references, Defendants shall not provide any information regarding their charges of discrimination or this lawsuit

7. Defendants agree to segregate all documents related to Daniel Estrada's and Samuel Reece's charges of discrimination and the Commission's lawsuit in a separate confidential folder. These documents shall not be a part of either Mr. Estrada's or Mr. Reece's personnel files.

8. Defendant agrees to post, in a public areas of its facilities, a notice of nondiscrimination. The notice is attached as Exhibit "A."

9. The parties shall bear their own costs and attorney's fees.

10. This Decree shall remain in effect for one year from the date of signing. During that year, the Court shall retain jurisdiction to assure compliance with this Decree.

Signed on this 17<sup>th</sup> day of July 2000 at Houston, Texas.

  
\_\_\_\_\_  
MELINDA HARMON  
UNITED STATES DISTRICT JUDGE



**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**  
**Houston District Office**

1919 Smith St, 7<sup>th</sup> Floor  
Houston, TX 77002-8049  
PH: (713) 209-3320  
TDD: (713) 209-3439  
FAX: (713) 209-3381  
LEGAL: (713) 209-3401

**NOTICE OF NON-DISCRIMINATION**

- (1) With respect to hiring, compensation, discharge, or any terms, conditions, or privileges of employment, Federal law requires that employers must not discriminate against employees or applicants for employment because of an individual's sex, religion, race, color, national origin, age or disability.
- (2) Frank Gillman Pontiac, Co. and Gillman, Inc. support and will comply with such Federal law in all respects, and will not take any adverse action against individuals because of their sex, religious practices or beliefs, race, color, national origin, age or disability with respect to hiring, compensation, discharge or the terms, conditions or privileges of employment.
- (3) Frank Gillman Pontiac, Co. and Gillman, Inc. will not engage in any employment practices that have the effect of creating or tolerating a hostile environment for employees because of their sex, religious beliefs, religious practices, race, color, national origin, age or disability. Frank Gillman Pontiac, Co. and Gillman, Inc. will promptly investigate any claims of unlawful harassment, and will take prompt and appropriate action in response to any well-founded claim.
- (4) Employees who believe they have been subjected to illegal employment discrimination can contact the Equal Employment Opportunity Commission ("EEOC") at 1919 Smith Street, Houston, TX 77002, (713) 209-3372.

SIGNED THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 2000.

\_\_\_\_\_  
Signature of Representative of Frank Gillman Pontiac, Co. and Gillman, Inc.

\_\_\_\_\_  
Printed Name and Title

**THIS NOTICE WILL REMAIN POSTED FOR ONE YEAR FROM THE DATE OF SIGNATURE.**

**Exhibit "A"**